



Date: 24th February 2025

P Srihith Reddy

Bangalore

Subject: Offer letter for the Position of AI and Systems research Intern

Dear **P Srihith Reddy**,

Bling Brands Private Ltd (hereinafter referred to as "Bling Brands") is delighted to extend to you an offer of employment for the position of "**AI and Systems research Intern**". We have been thoroughly impressed by your skills, experience, and credentials, and we believe that you will be a valuable addition to our team. Your expertise aligns perfectly with our organizational goals, and we are excited about the contributions you will bring to this role. **Congratulations!**

1 Position Details:

Designation: AI and Systems research Intern

Start Date: We look forward to having you join our team on or before February 24th 2025.

Location: Your primary place of work will be Bangalore. However, based on business needs, you may be required to work at other locations within India or overseas. Additionally, you may be asked to provide services to the company's subsidiaries or associates if required.

2 Compensation

Your compensation will be **Rs. 18000/-** monthly. Your all-inclusive gross monthly compensation on a cost-to-company, which shall be inclusive of the applicable statutory benefits, if any, and tax to be deducted at source. Your compensation shall be paid on the last day of the month. You will be entitled to all statutory benefits, whichever is applicable during the contract period.

3 Duties & Position

You are hired as part of the **E Commerce** function and as a member of the Brand function, you will play a crucial role in driving our business objectives. Your responsibilities will encompass a range of tasks aimed at achieving sales targets and enhancing customer satisfaction. Please note that your specific duties may be modified from time to time based on the company's evolving needs and priorities, as well as your performance. We encourage you to remain flexible and proactive in adapting to these changes, as they are designed to support both your growth and the overall success of the team.

4 Reporting

You will report to the supervisor assigned by the company, who will provide guidance and oversight for your role. Please be aware that this reporting structure may be adjusted at the company's discretion to better align with operational needs and team dynamics. Open communication with your supervisor will be essential for your success, and you are encouraged to seek feedback regularly to ensure you are meeting expectations.

5 Working Hours

You are expected to work six (6) days per week as part of your standard working schedule. However, depending on business demands, you may be required to work additional hours or days to effectively fulfil your responsibilities. During your employment, it is essential that you dedicate your full time and attention to the company's affairs. We expect you to refrain

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from engaging in any other business activities, whether directly or indirectly, that may conflict with the company's interests or compromise your ability to perform your role effectively. This commitment is crucial for maintaining a high level of performance and supporting the overall success of our team.

6 Authenticity of Information

This appointment is contingent upon the accuracy of the information you provided during your application and interview process. You are required to submit original copies of your certificates, testimonials, and previous employment records for verification. Should any discrepancies arise or if you intentionally withhold material information, the company reserves the right to terminate your employment without notice.

Additionally, you authorize the company to conduct reference checks and verify your credentials as necessary. Please be aware that the company may also share information regarding your employment and academic history with third parties for verification purposes, even after your employment has concluded. This process is crucial for ensuring the integrity of our hiring practices and maintaining the standards of our organization.

7 Company Policies

You will be required to adhere to all company policies, procedures, and guidelines. Detailed information regarding the same will be provided during your onboarding process.

8 Non-Compete and Non-Solicitation

- Employee Restrictions: As an internal employee, you agree to the following:
- You shall devote your full time and attention to your responsibilities within the organization.
 - a. Engage in any form of competition or in any capacity that conflicts with your role in the organization.
 - b. Solicit for employment any individual who is currently or has previously been an employee or exclusive consultant of the organization.
 - c. Solicit any individual who is currently or has previously been a prospective customer of the organization with the intention of offering goods or services similar to, or competing with, those provided by the organization.

9 Non-Disclosure Agreement (NDA)


All employees are required to sign a Non-Disclosure Agreement (NDA) to protect both their own rights and those of the company when handling confidential information and documents. This agreement is vital for maintaining the trust and integrity of our business operations. You are expected to thoroughly read and understand the NDA prior to signing it. By signing, you acknowledge your acceptance of its terms and conditions, which will be required on your Date of Joining (DOJ). Ensuring confidentiality is essential to our success, and your compliance with this agreement is greatly appreciated.

10 Discipline

You are expected to adhere to the company's rules and regulations, which may evolve over time to meet the needs of the organization. It is essential that you accept all assignments given to you and uphold professionalism, courtesy, and high standards in all interactions, whether within the company or at client sites.

You are responsible for safeguarding all company property and equipment provided for your role, ensuring they are used appropriately. Publicly criticizing or misrepresenting the company is strictly prohibited, and you should refrain from any actions that could damage its reputation. Furthermore, during your employment, you are not permitted to solicit business from the company's clients or customers, whether for your own benefit or for others. Maintaining the integrity of our

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relationships with clients is crucial for our continued success.

11 Termination of Employment / Resignation

Termination Policy

a. Either party can terminate the internship by giving 7 Days' Notice

b. **Duties and Access:**

During the notice period, the company reserves the right to restrict your duties and access to its premises and contacts as deemed necessary.

c. **Immediate Termination:**

The company may terminate employment immediately and without notice in cases of misconduct, fraud, non-performance, or other serious issues that warrant such action.

d. **Return of Property:**

Upon termination, you are required to return all company property and materials. Retaining copies of such materials is strictly prohibited.

e. **Damages:**

The company reserves the right to recover damages from you for any misconduct or violations of the terms outlined in this agreement.

12 Confidentiality Obligations

- I. **Acknowledgment of Confidential Information:** You acknowledge that during your employment, you will have access to and possess trade secrets and other confidential information related to the organization and its suppliers and customers. This includes, but is not limited to, business plans, technological and strategic initiatives, marketing programs, supplier and customer details, pricing and credit techniques, transaction information, program codes, software design know-how, research and development activities, private processes, and any non-public information, ideas, and materials, whether tangible or intangible, related to the organization's actual or anticipated business and intellectual property ("Confidential Information"). To protect this Confidential Information and the goodwill of the organization, you agree not to use or disclose it, either personally or through an agent, without the express written permission of Bling Brands Private Ltd., except for the benefit of Bling Brands Private Ltd.
- II. **Return or Destruction of Confidential Information:** You agree that all memoranda, notes, records, or other documents containing Confidential Information that are in your possession or control shall be delivered to Bling Brands Private Ltd. or destroyed, as directed by Bling Brands Private Ltd., upon termination of your employment or at any other time as instructed.
- III. **Duration of Confidentiality Obligations:** Your confidentiality obligations under this clause shall continue indefinitely, except in the following circumstances:
 - a. If you are required by any court of law or regulatory authority to disclose any Confidential Information.
 - b. If the Confidential Information becomes publicly available without any breach of this clause or other confidentiality obligation.

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- c. If you lawfully receive the Confidential Information from a third party who is not bound by a confidentiality obligation.

13 Employee's Data

By accepting this Offer and providing your personal data to Bling Brands Private Ltd, you are accepting your irreversible consent to Bling Brands Private Ltd to possess, deal with or handle your sensitive personal data either by itself or through any third-party agency during the term of your employment with Bling Brands Private Ltd subject however to the terms of the Privacy Policy of the Bling Brands Private Ltd.

You are aware that your personal data is confidential in nature and Bling Brands Private Ltd shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care

14 Personal Indebtedness

Bling Brands Private Ltd shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior/post your employment with Bling Brands Private Ltd. You understand and accept that you shall have no authority to pledge the credit of Bling Brands Private Ltd to any person or entity without Bling Brands Private Ltd's prior written endorsement.

15 Return of Company Property and Indemnification

As an employee, you are required to maintain and return all property belonging to Bling Brands Private Ltd or the Client, including but not limited to laptops, data cards, confidential information, records, and any other materials in your possession or control, upon the termination of your employment. Failure to return these items will be considered a breach of confidentiality and may lead to legal action.

In the event of any breach of these obligations that results in liability for Bling Brands Private Ltd and/or the Client, you agree to indemnify Bling Brands Private Ltd and/or the Client for any and all losses, costs, and damages incurred.

Furthermore, Bling Brands Private Ltd reserves the right to deduct any amounts necessary to cover such losses or damages from your final salary, or you will be responsible for paying the equivalent amount directly.

16 Temporary or Permanent Change of Address for Communication

Bling Brands Private Ltd must be immediately informed of any changes to your address in writing. Otherwise, any notice or correspondence sent to the last known address given by you should be deemed to be served to you for purposes.

We believe that your contributions will play a vital role in the growth and success of Bling Brands Private Ltd. We are committed to supporting your professional development and career growth within the company.

Please sign and return a copy of this letter by 24/02/2025, to confirm your acceptance of this offer. We look forward to welcoming you to the Bling Brands team.



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ACCEPTED AND AGREED BY:

Employee:

Employee Signature

Employee Printed Name: Srihith Reddy

Date:

Congratulations, and welcome aboard!

For **Bling Brands Pvt Ltd.**,

A handwritten signature in black ink, appearing to read "A. Nath", is written over a horizontal line.

Aakash Nath

Senior Manager Human Resource



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